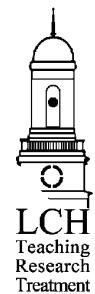


Larue D. Carter Memorial Hospital

The Carter Insider



Volume 4, Issue 8

August 2008

Political Activity and State Ethics Rules

You have a right to participate in the political process; however, there are a few rules that state employees must keep in mind to meet the requirements of the state ethics rules. **The state ethics rule governing political activity is 42 IAC 1-5-4.**

The bottom line of this ethics rule is: Don't engage in political activity during work. But even outside of work hours, there are a few things you need to refrain from.

Examples of the Rule

- You are a diehard politico, and you would like to attend a political rally in support of a candidate for the upcoming election. As long as you are not on duty, you would not be prohibited from attending the rally.
- You are a procurement officer, and you have been asked by a personal friend

to help her with her campaign for the upcoming election. You would not be allowed to solicit political contributions on your friend's behalf because you exercise procurement authority.

More information is available on the Office of the Inspector General's website at www.in.gov.ig. Also, if you have questions, you may contact Jessaca Turner Stults, FSSA's General Counsel and Legislative Director, at 317-234-3884.



Inside this issue:

Back-to-school Survival Kits	2
2009 Joint Commission Standards	2
LCH Potpourri	2
LCH to Become Tobacco-free	3
Treating Diverse Populations continued	3
Olympic Facts	3
Training Opportunities	4

Treating Diverse Populations

A research report released by the Joint Commission, entitled "One Size Doesn't Fit All: Meeting the Health Care of Diverse Populations," urges health care organizations to assess their capacity to meet patients' cultural and language needs. The report is based on successful practices now being used in hospitals, and underscores the need to move away

from a "one size fits all" approach that negatively affects the quality and safety of care for diverse patients.

The report is the result of a multi-year study funded by The California Endowment. This study provided the first comprehensive examination of how hospitals in the U.S. respond to the diverse cultural and language

needs of their patients. The study explored how 60 hospitals across the country provide care to culturally and linguistically diverse patient populations.

The report includes a self-assessment tool that can help health care organizations tailor their initiatives to meet the

(continued on page 3)

Back-to-School Survival Kits



Sometimes school can be tough, so **many parents and teachers pack “survival kits” for students.** A kit consists of either a plastic or paper bag filled with uplifting trinkets and an explanation of each goodie’s significance.

Here are a few ideas:

Adhesive bandage: Even when things get rough, I can keep on going.

Animal cracker: Sometimes school can be a zoo!

Candy kiss: Even though my day's been hard, I know some-

one loves me.

Clothespin: Hang in there!

Cotton ball: Just because some things are hard, that doesn't mean everything is.

Eraser: Everybody makes mistakes, and that's OK.

Family vacation photo:

Summer is coming!

Life Saver: I can always talk things through with someone who cares.

Package of seeds: I should have patience with myself—I'm

growing.

Paper snowflake: If all else fails, wish for a snow day!

Penny: I am priceless to my family.

Piece of string: Always remember to do my best.

Rubber band: It's important to be flexible.

Sticker: If I stick with a project, I can accomplish anything.

Toothpick: I should pick out the good qualities in people—including me.

2009 Joint Commission Standards Available Online

The Joint Commission's revised standards, rationales and elements of performance for 2009 are now available online. The standards will **take effect January 1, 2009**, and have been placed online to give all health care organizations time to become familiar with the new language, ordering and numbering.

The changes are part of the Standards Improvement Initiative (SII), launched in 2006 as part of the Joint Commission's

ongoing quality improvement efforts. SII focuses on clarifying standards language, ensuring that standards are program-specific, deleting redundant and nonessential standards, and consolidating similar standards. While no new requirements were added, chapter overviews, standards, introductions, rationales, and elements of performance were designed for ease of use. In the standards reorganization, requirements were split or con-

solidated. Standards have been renumbered and reordered to allow electronic sorting and to allow the addition of new requirements in the future.

A history tracking report is available online to allow users to see what happened to each standard, its new number, and how it changed.

To read the revised standards for 2009, visit the Joint Commission's website at www.jointcommission.org.



Dr. Maria Poor,
August Employee of the Month



Joan Hopkins,
July Employee of the Month

LCH Potpourri

August's Employee of the Month is Dr. Maria Poor.

Dr. Poor was recognized as being “a consistent, sound thinker,” “a fabulous teacher,” and “a dedicated physician who is an inspiration” to those around her. Congratulations!

LCH welcomes: **David Donald** (Attendant), **Cynequa Ervin** (Attendant), **Karin Jones** (LPN), **Nick Love** (Stores Clerk), **James Mattocks** (Attendant), **Marvin McQueen** (Attendant), **Ash-**

Iee Oliver (Attendant), **Stacey Pierson** (Attendant), and **Heather Shallows** (Attendant).

We say farewell to: **Felisha Chaney** (Attendant), **Monique Harbin** (Attendant), **Kelly Kessler** (Dietician), **Anthony Leadford** (Stores Clerk), **Michael Lynn** (Attendant), **Mellody Reed** (Attendant), and **Martha Tunstill** (Attendant).

Congratulations to **Aaron**

Baker on his promotion to Maintenance Painter!



Kausar Siddiqi (right) says goodbye to **Kelly Kessler** (left) who is leaving us to return to school. Best wishes, Kelly!

LCH to Become Tobacco-free by Todd Graybill, Superintendent

The debate has raged over the right to smoke in various public and private settings. Nearly all health care facilities, most restaurants, airports, public buildings, schools, etc. are smoke-free. We, here at Carter, must pursue the same course.

The bottom line—and you've heard it before—is: tobacco kills. And it kills those with mental illness disproportionately. In a recent article in the *Indianapolis Star*, Dr. R. Andrew Chambers, Assistant Professor of Psychiatry at IU, shared these facts:

- 50% of cigarettes are smoked by persons with mental illness.
 - The smoking rate in the general population is 20-25%. The rate is 75-90% for persons with schizophrenia, 60-70% for those with bipolar disease, and 40-50% for those with major depression.
 - The mentally ill die an average of 25 years earlier than the general population, largely from conditions caused or worsened by smoking.
- Over the next few months, you will hear more about LCH moving in the direction of becoming a completely smoke-free facility for our patients, our employees, and our visitors. This will not be an easy transition for any of us, but we are convinced it is the right thing to do. The right path is to create a healthy environment for our patients and employees that provides us all the opportunity to live long, healthy, productive lives.



Treating Diverse Populations continued from page 1

needs of diverse populations. The tool addresses the main issues found in the report and provides a framework for discussing needs, resources and goals for providing the highest quality care to every patient.

The report urges hospitals to systematically engage in a range of practices across four areas:

- **Build a foundation.** Leadership should drive efforts to establish policies and procedures for better

meeting the diverse needs of patients, including cultural and language considerations.

- **Collect and use data to improve services.** Some services that might be monitored include language services, religious and spiritual care services, and special dietary requests that are cultural in nature.
- **Accommodate needs**

of special populations. This includes staff training and patient education.

- **Establish internal and external collaborations.**

To access the report's complete text, visit www.jointcommission.org.



Olympic Facts

- The first Olympics were held in Greece in 776 BC, then every four years until 339 BC.
- In the ancient Olympics, the winners received an olive wreath to wear on their heads.
- Corubus, a chef, won the first Olympic race.
- Created in 1914 by Pierre de Coubertin, the Olym-

pic flag was first flown at the 1920 Olympics.

- The Olympic motto is the Latin phrase: Citius, Altius, Fortius (Swifter, Higher, Stronger).
- Broadcast in 220 countries to more than 3.5 billion people, the Olympics is the single largest broadcast event in the world.
- The only years that the

modern Olympics were not held were 1916, 1940, and 1944 due to World War I and World War II.

- Women were not allowed to compete in the first modern Olympics (held in 1896) because the International Olympic Committee said their inclusion would be "impractical, uninteresting, unaesthetic, and incorrect."



**INDIANA FAMILY
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- Teaching
- Research
- Treatment

The Carter Insider
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This Month's Contributors:
Gary Black, Patti Clift, Todd
Graybill, Katie Johnson, Paula
McAfee, Kathy Scott

August 2008

Our Vision

Our vision is to serve the citizens of Indiana as a center of excellence in mental health.

Our Mission

Our mission is to provide specialized treatment, education, and research in the field of mental health.



Quote of the Month:

"The human race has one really effective weapon, and that is laughter."

Mark Twain

Training Opportunities

Teambuilding

Date: September 3

Time: 9:00 am to noon

Location: IN Government Center, South

Situational Leadership (supervisors only)

Date: September 10

Time: 9:00 am to 3:00 pm

Location: IN Government Center, South

Progressive Discipline (supervisors only)

Date: September 17

Time: 9:00 am to noon

Location: IN Government Center, South

Customer Service

Date: September 24

Time: 9:00 am to noon

Location: IN Government Center, South

Personnel Rules

Date: September 9

Time: 9:00 am to 1:00 pm

Location: IN Government Center, South

Sexual Harassment Prevention

Date: September 16

Time: 9:00 am to 11:00 am

Location: IN Government Center, South

Family Medical Leave (supervisors only)

Date: September 16

Time: 9:00 am to 11:00 am

Location: IN Government Center, South

Selection & Interviewing (supervisors only)

Date: September 18

Time: 9:00 am to 3:00 pm

Location: IN Government Center, South



*For more information or to register,
contact Glenda Lynch at 232-1035
or glenda.lynch@fssa.in.gov.*